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The Osijek foundry, for example, is short of workers because of the tendency in some enterprises, mostly local and republic, to pay higher than legal wages. For this reason the "Zmaj" Farm Machinery Factory has lost a large number of the skilled workers it trained in its own classes.

The Smederevo ironworks proved last year that, through proper organization, discipline, rationalization, and mechanization of labor, it could cut its manpower requirements by 6 percent.

LAW LIBERALIZES MATERNITY LEAVE -- Borba, No 93, 19 Apr 49

The federal government has issued an order to protect employed women and nursing mothers. In addition to the present extended maternity leave, now totaling 90 days, the order provides that maternity leave not used before confinement may be used afterwards. The annual vacation may now be taken immediately after confinement, to permit mothers to take better care of their infants. Nursing mothers will be excused from work every 3 hours. Mothers who leave their babies in a nursery where they work will be excused for as long as 2 hours. If because of distance more than 2 hours are required, the mothers may work a shortened workday of 4 hours. Nursing mothers are entitled to absences from work for nursing until the child is 6 months old, or with the approval of a qualified state physician until the eighth month.

If there is no one at home to care for the child while the mother is at work, the mother may work a 4-hour day until the child is 3 years old, with the approval of the firm and of the union.

Employed mothers will receive their full monthly pay during maternity leave. Mothers who worked under norms before their maternity leave began are guaranteed the same pay they then received. Mothers who work a 4-hour day will receive 75 percent of the pay they received for an 8-hour day, or 75 percent of their monthly pay.

The new order also provides other benefits for the working mother. It assures material security and optimum infant care, and provides a new incentive for women to work in industry.

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